IN THE CLAIMS

1. (currently amended) A <u>computer-implemented</u> method for determining candidates to interview, said method comprising the steps of:

providing pre-determined desired qualities for a candidate, the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

<u>performing a subjective assessment that</u> ~~determining~~ <u>determines</u> if the candidate possesses at least one of a plurality of independent characteristics, a predetermined combination of characteristics being indicative of a degree to which the candidate possesses the desired qualities;

generating a database <u>in a computer readable medium</u> including at least one characteristic for each candidate wherein the at least one characteristic is correlative to the desired qualities;

normalizing the characteristics, normalizing includes comparing a total number of characteristics, possessed by the candidate, of a combination of characteristics that determine each desired quality, to a total number of possibly possessed characteristics for the desired quality, and assigning a value to each desired quality based on the comparison;

displaying results for each candidate based on the desired quality values; and

selecting at least one candidate to interview based on the desired quality values.

2. (previously presented) A method in accordance with Claim 1 wherein the step of providing pre-determined desired qualities for a candidate further comprises the step of storing the pre-determined desired qualities for a candidate within the database, the desired qualities include analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

3. (previously presented) A method in accordance with Claim 1 wherein the step of normalizing the characteristics further comprises the steps of:

obtaining pre-determined desired qualities associated with each characteristic; and

normalizing the characteristics of each candidate with the pre-determined desired qualities associated with each characteristic.

4. (previously presented) A method in accordance with Claim 1 wherein said step of normalizing the characteristics further comprises the steps of:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by a pre-determined value representing a total amount possible.

5. (original) A method in accordance with Claim 1 further comprising the step of displaying the results of the candidates in at least one of a tabular output format and a graphical output format.

6. (currently amended) A selection system for determining candidates to interview, said system comprising:

a database stored in a memory comprising at least one independent characteristic for each candidate, and pre-determined dependent desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills and wherein the at least one characteristic is correlative to the desired qualities, a predetermined combination of characteristics being indicative of a degree to which the candidate possesses the desired qualities;

a processor programmed to:

perform a subjective assessment that ~~determine~~ determines if the candidate possesses the at least one independent characteristic;

normalize the characteristics by comparing a total number of characteristics, possessed by the candidate, of a combination of characteristics that determine each desired quality, to a total number of possibly possessed characteristics for the dependent desired quality, and assigning a value to each of the desired qualities; and

display results for each candidate based on the desired quality values.

7. (previously presented) A selection system in accordance with Claim 6 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

8. (original) A selection system in accordance with Claim 6 wherein to normalize the characteristics, said processor programmed to:

obtain pre-determined desired qualities associated with each characteristic; and

normalize characteristics of each candidate to desired known qualities associated with each characteristic.

9. (original) A selection system in accordance with Claim 6 wherein said processor programmed to:

rank each candidate based on normalized characteristics; and

sum the normalized characteristics of each candidate.

10. (original) A selection system in accordance with Claim 9 wherein to rank each candidate based on normalized characteristics, said processor further programmed to divide the sum total of all normalized characteristics by an amount representing a pre-determined possible total.

11. (original) A selection system in accordance with Claim 6 wherein to display results of each candidate, said processor further programmed to display results in at least one of a tabular output format and a graphical output format.

12. (currently amended) Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:

generate a database in the memory comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills, and wherein the at least one characteristic is correlative to the desired

qualities, a predetermined combination of characteristics being indicative of a degree to which the candidate possesses the desired qualities;

perform a subjective assessment that ~~determine~~ determines if the candidate possesses the at least one independent characteristic;

normalize the characteristics desired qualities by comparing a total number of characteristics, possessed by the candidate, of a combination of characteristics that determine each desired quality, to a total number of possibly possessed characteristics for the dependent desired quality, and assigning a value to each of the desired qualities; and

display results for each candidate based on the desired quality values.

13. (previously presented) Apparatus in accordance with Claim 12 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

14. (original) Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed with pre-determined desired qualities associated with each characteristic.

15. (original) Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed to normalize candidate characteristics with known qualities associated with each characteristic.

16. (previously presented) Apparatus in accordance with Claim 12 wherein said processor is further programmed to rank each candidate by:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by an amount representing a pre-determined possible total.

17. (original) Apparatus in accordance with Claim 16 wherein said processor further programmed to display results of each candidate in a tabular output format.

18. (original) Apparatus in accordance with Claim 16 wherein said processor further programmed to display results of each candidate in a graphical output format.